

**Performance Based ES&H Measures
by
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On October 1 1992, the University of California (UC) negotiated with DOE a contract that places high emphasis on ES&H Performance. Appendix F of this Contract, which includes specific, objective performance measurement goals established by the UC (with Laboratory input) and DOE, requires the Laboratory to conduct an annual self-assessment to evaluate its management performance.

The self-assessment process ultimately results in a management rating by the UC for LLNL. Because these performance measures are based on results, not processes, they have the net effect of reducing DOE management oversight and increasing the attention paid to the bottom line (i.e., performance). This is the third year LLNL has used this Performance Measure Contract and, from all indications, things are working well.

This work was performed under the auspices of the U.S. Department of Energy at LLNL under contract no. W-7405-Eng-48.